

Outreach Activity Description Form for KKBJ AM, KKBJ FM and WBJI FM

Year 2007/2008

Name of Activity: Training Program

R.P. Broadcasting as part of its ongoing outreach initiatives has established an on-going training program to enable station personnel to acquire the skills needed for high level broadcasting positions.

R.P. Broadcasting's training program has been in place for many years. As a manager, I feel it is important that all employees receive both formal and informal training to allow them the opportunity for future advancement.

2007: In July of 2007, one of R.P. Broadcasting's announcers attended Conclave in Minneapolis, MN. This two day event provides continued on-air as well as management training. R.P. Broadcasting also provides monthly on-going in-house training to it's employees. Also in 2007, R.P. Broadcasting's sales staff attended three sessions of customer service training developed by Bemidji State University. One session was held monthly from May through August. All of this training better prepares R.P. Broadcasting employees for future advancement and promotion.

2008: In February of 2008, four of R.P. Broadcasting's sales persons attended Radio Advertising basic and advanced advertising sales training in St. Cloud, MN. This three-day event provides continued sales as well as sales management training. R.P. Broadcasting continues to provides monthly on-going in-house training to it's employees. All of this training better prepares R.P. Broadcasting employees for future advancement and promotion.

Based on the continuing training program, R.P. Broadcasting, the employment units for WBJI FM and KKBJ AM & FM, has fulfilled one of the outreach requirements for EEO compliance.

Respectfully,

A handwritten signature in blue ink that reads "Daniel J. Voss". The signature is written in a cursive, flowing style.

Daniel J. Voss
General Manager
R.P. Broadcasting